

DDS&T 874-79

MEMORANDUM FOR: Acting Director of Personnel

ATTENTION: Chief, Plans Staff, O/Pers

FROM: Leslie C. Dirks  
Deputy Director for Science and Technology

SUBJECT: FY-1979 Annual Personnel Plan, Phase II

1. (U) Attached for your review is the FY-1979 DDS&T Consolidated Annual Personnel Plan, Phase II.

2. (C) Generally, there are few surprises in this report. You will note that the Directorate's actual on-duty strength was considerably below the projections made for the end of FY-1978. We believe this may be attributed to the following:

a. The projections for on-duty strength and adjusted career service positions were, in retrospect, too high when taking into consideration the overall FY-1978 Directorate ceiling [ ] and that portion, approximately 10 percent, which was allocated to DDA and other non-"R" careerists. The high projections most likely resulted from the numerous reorganizations and transfers of components being effected at the time these figures were formulated.

b. We continue to have a great deal of difficulty recruiting and hiring qualified officers to fill our highly specialized professional and technical positions.

c. Early retirement option, not foreseen when losses were projected, caused an increase in the number of retirements.

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3. (U) For these same reasons we did not attain, in actual numbers, the total women and minority presence projected for professional and technical employees. We did, however, approximate the ratios forecast and, in fact, exceeded the overall promotion projection in these categories by a substantial margin. NPIC's achievements in the staffing and promotion of minorities are particularly noteworthy.

4. (U) Other highlights include the following:

a. PRA's in the Directorate were reduced over 23 percent from [ ] in FY-1977 to [ ] in FY-1978.

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b. Component-conducted and external training significantly exceeded projections, while OTR and Management and Executive Development training fell somewhat below projections. The latter can possibly be attributed to the non-availability of training opportunities (courses restricted by quotas, etc.) and, in many instances, by work requirements which limited the availability of the employee.

c. We continue to support a substantial number of intra- and inter-directorate rotational assignments and to see considerable movement within the Directorate of employees changing career fields.

[ ]

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Leslie C. Dirks

Attachment - 1  
As stated

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ORIGINAL DOCUMENT MISSING PAGE(S):

Attached missing